

**SAN DIEGO COUNTY OFFICE OF EDUCATION (SDCOE)
RESPONSES TO THE GRAND JURY RECOMMENDATIONS
REGARDING THE SHORTAGE OF CREDENTIALLED TEACHERS
IN SAN DIEGO COUNTY**

Recommendation 00-25: Assist each school district anticipating hiring to develop a comprehensive teacher recruitment plan.

SDCOE Response: **The San Diego County Office of Education (SDCOE) agrees with this recommendation.**

The San Diego County Superintendent of Schools is prepared to assist each school district in the development of a comprehensive teacher recruitment plan. It will be necessary for districts to budget for the implementation of a teacher recruitment plan (local board decision).

Recommendation 00-26: Assist each school district to develop and implement retention and assistance plans for new or returning teachers.

SDCOE Response: **The SDCOE agrees with this recommendation.**

Currently, the San Diego County Superintendent of Schools is housing the Beginning Teacher Support and Assessment (BTSA) Coordinator for San Diego County school districts. The BTSA Coordinator is responsible for supporting new teachers by providing ongoing instruction, evaluation, and peer support. The BTSA program has been successful in increasing the retention rate of new teachers by 50%. The SDCOE is also in the process of developing training for Peer Assistance and Support Consultants, who may be utilized to support new teachers in school districts.

Recommendation 00-27: Sponsor and organize programs to be made available to school districts to assist in teacher retention.

SDCOE Response:

The SDCOE agrees with this recommendation.

The San Diego County Superintendent of Schools has assisted school districts in teacher retention by housing the BTSA Coordinator and by helping districts to organize BTSA Programs in their districts. The SDCOE is in the process of providing Peer Assistance Program Counselor Training for San Diego County school districts. The SDCOE has also formed a countywide Teacher Quality Committee (consisting of membership from Teacher Organizations, Board Members, Superintendents, and Human Resource Administrators) to assist in developing plans for the recruitment and retention of high-quality teachers.

Recommendation 00-28:

Assist each school district to maintain a pool of substitute teachers.

SDCOE Response:

The SDCOE is only partially in support of this recommendation.

While it is not feasible for the SDCOE to directly assist school districts to maintain a pool of substitute teachers due to the enormity of the task, the SDCOE is providing three high-quality substitute teacher trainings in San Diego County annually. The SDCOE registers the credentials of substitute teachers and administers a Fingerprinting Clearinghouse (which greatly assists districts in recruiting, processing, and maintaining substitute teachers). The SDCOE also assists individual districts to recruit substitute teachers (upon request) by referring substitute teachers from our Teacher Job Fair and Substitute Teacher trainings.

Recommendation 00-29:

Establish a Teacher Recruitment Center for use by all County school districts.

SDCOE Response:

The SDCOE is strongly in agreement with this recommendation.

The SDCOE is prepared (if it receives State funding) to establish a Teacher Recruitment Center in San Diego County. This Teacher Recruitment Center would assist all forty-three (43) San Diego County

school districts to more effectively implement a nation-wide teacher recruitment plan.

Recommendation 00-30:

Assist school districts in utilizing technology to reduce recruiting costs and increase the area of search.

SDCOE Response:

The SDCOE is in support of this recommendation.

The SDCOE is currently utilizing several electronic databases to advertise teacher job openings (including Ed-Join which the SDCOE and the Santa Clara County Office of Education helped to develop for California school districts). The SDCOE is in the process of “beta-testing” electronic interviewing with the San Diego Unified School District and the Sweetwater Union High School District.

Recommendation 00-31:

Encourage school districts to “grow their own” future teachers by establishing Future Teacher Clubs at middle schools and high schools for the purpose of encouraging promising students to enter the teaching profession.

SDCOE Response:

The SDCOE agrees with this recommendation.

The SDCOE currently is working with San Diego State University, Sweetwater Union High School District and the San Diego Unified School District in developing Future Teacher Clubs. The SDCOE is also working with the State Legislature to fund Future Teacher Clubs throughout California.

Recommendation 00-32:

Assist school districts in their efforts to recruit teachers who more closely reflect the ethnic diversity of the student population.

SDCOE Response:

The SDCOE is in agreement with this recommendation.

The student population in San Diego County and California is increasing rapidly and becoming more diverse. The teaching profession needs to more closely reflect the racial composition of the students.